

Mediator's Proposal 1/23/13
Walnut Valley Unified School District and WVEA

1. The term of the agreement shall be July 1, 2012 through June 30, 2015.
2. WVEA represented employees shall take furlough days (dates to be determined) as follows:
two (2) days in the 2012/13 school year,
four (4) days in the 2013/14 school year,
and four (4) days in the 2014/15 school year.
The imposition of furlough days will not result in a permanent reduction of the school year.

Of the four (4) furlough days in the 2013/14 school year, two (2) days will be subject to possible buyback under the criteria described further in this section. All four (4) furlough days in the 2014/15 school year would be subject to the same buyback criteria.

Buyback Criteria: Upon completion of the sale of the real estate referred to as "Site D," furlough days will be restored on the basis of one (1) day for every \$300K of proceeds approved by SAB for this purpose, not to exceed \$1.8 million.

3. All other tentative agreements achieved in regular negotiations shall be included in the new contract for this term.
 4. Open houses shall be held or not, as determined by site votes, in all three years. If all furlough days are restored in the 2014/15 school year, all sites will have an Open House.
 5. Elementary schools shall have one (1) additional minimum day (for a total of four (4)) for parent conferences for the 2013/14 and 2014/15 school years.
- b. District and WVEA will reopen negotiations no later than December 10, 2013, for the 2014/15 school year. Reopeners shall include each side's choice of up to two articles, and may also include salary and benefits, at either side's request. The purpose of the reopened negotiations would be to address any improved circumstances for the District for the possibility of improvements for WVEA-represented employees in the 2014/15 school year. Any further changes would be addressed in regular negotiations.

7. Kindergarten class sizes shall not exceed 24 students per class.

For WVUSA:

Kathleen McHenry 1/23/13
Date

Genette Wind 1/23/13
Date

Date

For WVEA

[Signature] 1/23/13
Date

[Signature] 1-23-13
Date

Sooi Collins 1/23/13
Date